

Job Posting Analytics

Lightcast Q1 2025 Data Set

May 2025

Pennsylvania

Parameters

Select Timeframe: Feb 2025 - Apr 2025

Regions:

| Code | Description | Code | Description |
|-------|-----------------------|-------|--------------------|
| 42001 | Adams County, PA | 42067 | Juniata County, PA |
| 42041 | Cumberland County, PA | 42075 | Lebanon County, PA |
| 42043 | Dauphin County, PA | 42099 | Perry County, PA |
| 42055 | Franklin County, PA | 42133 | York County, PA |

Minimum Experience Required: Any

Advertised Salary: Include all postings regardless

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Newly Posted

Job Postings Overview

41,342

Unique Postings
88,258 Total Postings

3,994

Employers Competing
3,994 Total Employers

19 Days

Median Posting Duration
Regional Average: 19 Days

2 : 1

Posting Intensity



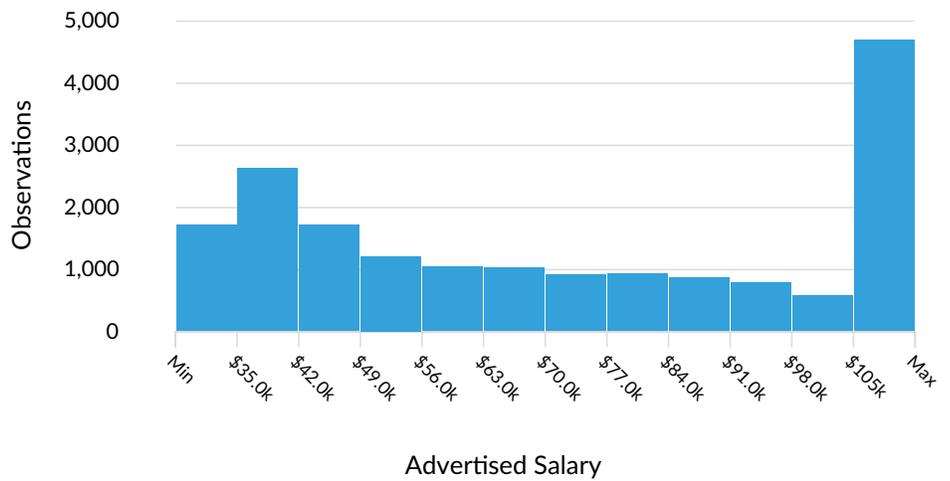
Regional Average: 2 : 1

Advertised Salary

There are 18,003 advertised salary observations (44% of the 41,342 matching postings).

\$68.0K

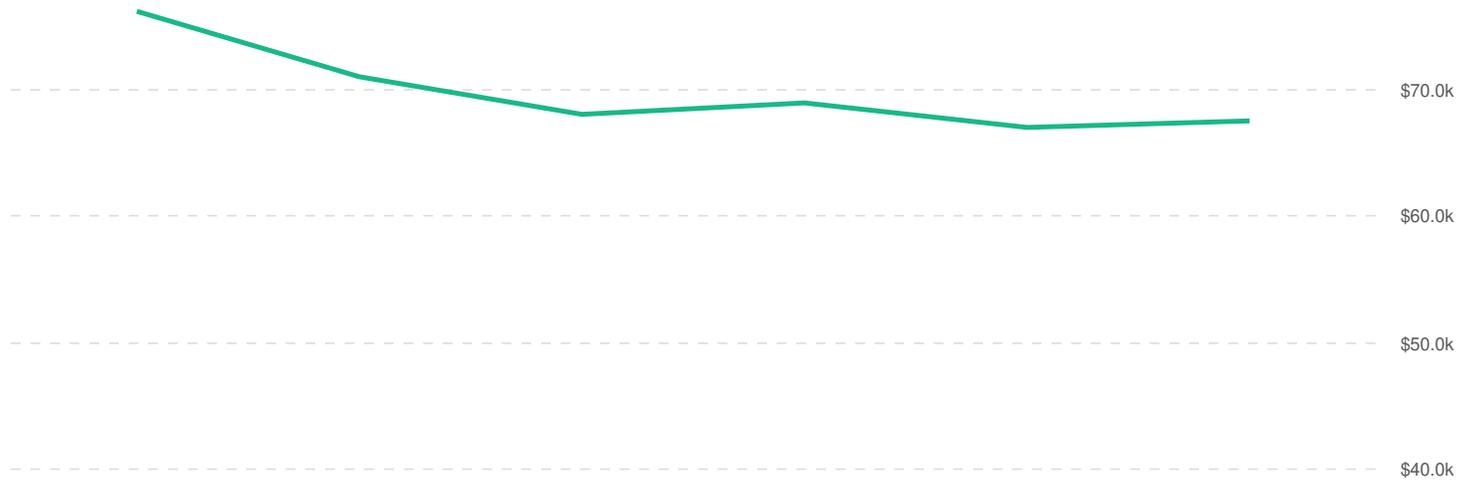
Median Advertised Salary



Advertised Salary Trend

▼ 11.4% Nov 2024 - Apr 2025

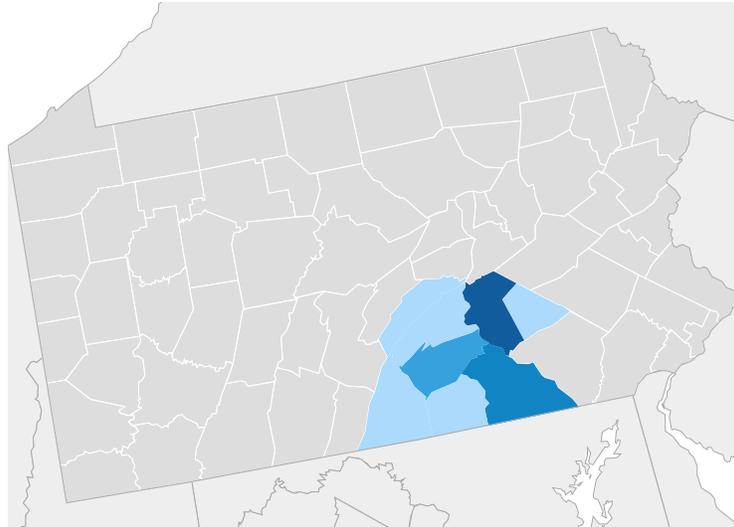
\$70.1k Median



36,187 Job Postings



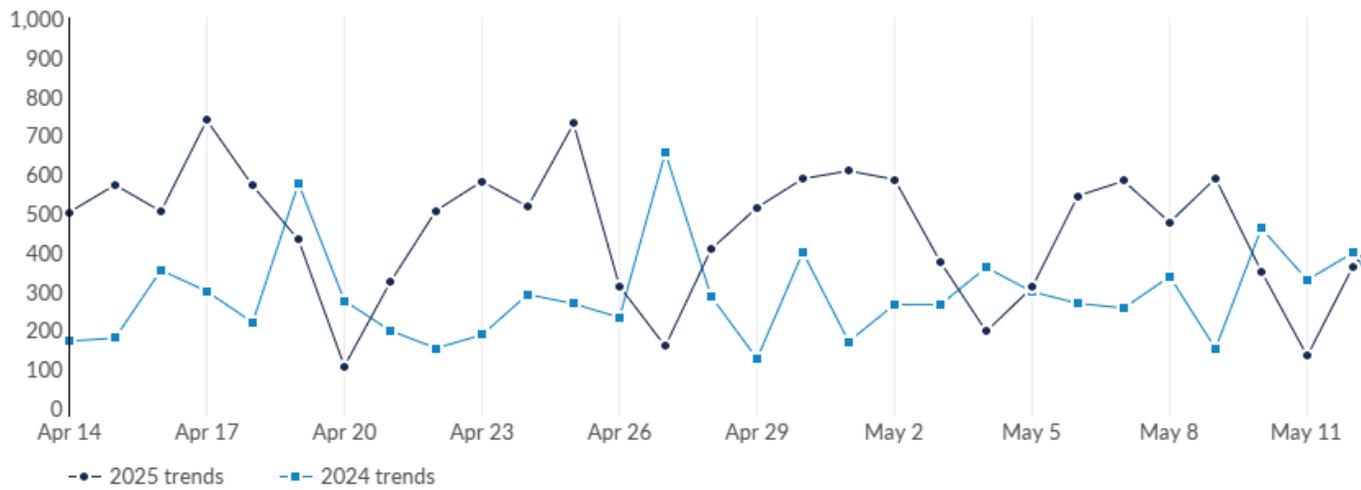
Job Postings Regional Breakdown



| County | Unique Postings (Feb 2025 - Apr 2025) |
|-----------------------|---------------------------------------|
| Dauphin County, PA | 16,034 |
| York County, PA | 11,234 |
| Cumberland County, PA | 6,352 |
| Franklin County, PA | 2,832 |
| Lebanon County, PA | 2,659 |

Unique Postings Trend

This view displays the most recent 30 days of job postings activity to show near-term trends. It does not reflect your timeframe.



| Day | Unique Postings | Last Year's Unique Postings | % Change |
|----------------|-----------------|-----------------------------|----------|
| April 14, 2025 | 502 | 171 | +193.6% |
| April 15, 2025 | 572 | 179 | +219.6% |
| April 16, 2025 | 504 | 353 | +42.8% |
| April 17, 2025 | 738 | 299 | +146.8% |
| April 18, 2025 | 570 | 219 | +160.3% |
| April 19, 2025 | 431 | 576 | -25.2% |
| April 20, 2025 | 107 | 275 | -61.1% |
| April 21, 2025 | 322 | 198 | +62.6% |
| April 22, 2025 | 506 | 153 | +230.7% |
| April 23, 2025 | 581 | 187 | +210.7% |
| April 24, 2025 | 516 | 291 | +77.3% |
| April 25, 2025 | 729 | 267 | +173.0% |
| April 26, 2025 | 312 | 232 | +34.5% |
| April 27, 2025 | 158 | 655 | -75.9% |
| April 28, 2025 | 407 | 286 | +42.3% |
| April 29, 2025 | 514 | 126 | +307.9% |
| April 30, 2025 | 588 | 399 | +47.4% |
| May 1, 2025 | 608 | 170 | +257.6% |

| | | | |
|--------------|-----|-----|---------|
| May 2, 2025 | 586 | 265 | +121.1% |
| May 3, 2025 | 374 | 265 | +41.1% |
| May 4, 2025 | 196 | 360 | -45.6% |
| May 5, 2025 | 309 | 298 | +3.7% |
| May 6, 2025 | 544 | 268 | +103.0% |
| May 7, 2025 | 582 | 256 | +127.3% |
| May 8, 2025 | 476 | 337 | +41.2% |
| May 9, 2025 | 589 | 152 | +287.5% |
| May 10, 2025 | 350 | 461 | -24.1% |
| May 11, 2025 | 133 | 328 | -59.5% |
| May 12, 2025 | 363 | 398 | -8.8% |
| May 13, 2025 | 508 | 229 | +121.8% |

Education Breakdown

| Education Level | Unique Postings | % of Total |
|------------------------------|-----------------|------------|
| No Education Listed | 18,127 | 44% |
| High school or GED | 10,171 | 25% |
| Associate's degree | 3,737 | 9% |
| Bachelor's degree | 10,936 | 26% |
| Master's degree | 3,586 | 9% |
| Ph.D. or professional degree | 1,265 | 3% |

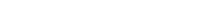
Minimum Education Breakdown

| Minimum Education Level | Unique Postings (minimum) | Unique Postings (max advertised) | % of Total (minimum) |
|------------------------------|---------------------------|----------------------------------|----------------------|
| High school or GED | 10,171 | 0 | 25% |
| Associate's degree | 2,672 | 726 | 6% |
| Bachelor's degree | 8,542 | 2,217 | 21% |
| Master's degree | 1,294 | 2,031 | 3% |
| Ph.D. or professional degree | 536 | 729 | 1% |

Experience Breakdown

| Minimum Experience | Unique Postings | % of Total |
|----------------------|-----------------|------------|
| No Experience Listed | 21,476 | 52% |
| 0 - 1 Years | 7,180 | 17% |
| 2 - 3 Years | 6,230 | 15% |
| 4 - 6 Years | 4,338 | 10% |
| 7 - 9 Years | 1,107 | 3% |
| 10+ Years | 1,011 | 2% |

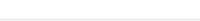
Top Companies Posting

| | Total/Unique (Feb 2025 - Apr 2025) | Posting Intensity | Median Posting Duration |
|---|------------------------------------|---|-------------------------|
| Penn State Health | 4,904 / 1,369 | 4 : 1  | 25 days |
| Wellspan Health | 3,167 / 1,293 | 2 : 1  | 19 days |
| University of Pittsburgh Medical Center | 3,066 / 1,127 | 3 : 1  | 25 days |
| Aerotek | 2,816 / 980 | 3 : 1  | 15 days |
| Commonwealth Of Pennsylvania | 2,415 / 948 | 3 : 1  | 17 days |
| Soliant Health | 738 / 546 | 1 : 1  | 32 days |
| Constellation Energy | 856 / 414 | 2 : 1  | 16 days |
| CVS Health | 1,166 / 406 | 3 : 1  | 18 days |
| Pennsylvania State University | 554 / 390 | 1 : 1  | 16 days |
| Walmart | 489 / 276 | 2 : 1  | 32 days |

Top Cities Posting

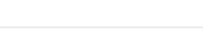
| City | Total/Unique (Feb 2025 - Apr 2025) | Posting Intensity | Median Posting Duration |
|-------------------|------------------------------------|---|-------------------------|
| Harrisburg, PA | 22,320 / 11,482 | 2 : 1  | 20 days |
| York, PA | 15,812 / 6,708 | 2 : 1  | 18 days |
| Hershey, PA | 6,093 / 2,286 | 3 : 1  | 20 days |
| Mechanicsburg, PA | 4,458 / 2,083 | 2 : 1  | 18 days |
| Chambersburg, PA | 4,049 / 1,760 | 2 : 1  | 19 days |
| Hanover, PA | 3,173 / 1,531 | 2 : 1  | 18 days |
| Carlisle, PA | 3,033 / 1,441 | 2 : 1  | 20 days |
| Camp Hill, PA | 3,288 / 1,285 | 3 : 1  | 18 days |
| Lebanon, PA | 2,656 / 1,256 | 2 : 1  | 21 days |
| Gettysburg, PA | 1,872 / 821 | 2 : 1  | 20 days |

Top Posted Occupations

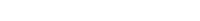
| | Total/Unique (Feb 2025 - Apr 2025) | Posting Intensity | Median Posting Duration |
|--|------------------------------------|---|-------------------------|
| Registered Nurses | 8,823 / 2,933 | 3 : 1  | 17 days |
| Heavy and Tractor-Trailer Truck Drivers | 3,148 / 1,348 | 2 : 1  | 16 days |
| Retail Salespersons | 1,982 / 940 | 2 : 1  | 18 days |
| Laborers and Freight, Stock, and Material Movers, Hand | 1,940 / 683 | 3 : 1  | 18 days |
| Home Health and Personal Care Aides | 1,354 / 629 | 2 : 1  | 17 days |
| Licensed Practical and Licensed Vocational Nurses | 1,989 / 611 | 3 : 1  | 16 days |
| Production Workers, All Other | 1,551 / 583 | 3 : 1  | 18 days |
| Physical Therapists | 1,465 / 578 | 3 : 1  | 17 days |
| Customer Service Representatives | 1,250 / 566 | 2 : 1  | 15 days |
| Software Developers | 887 / 559 | 2 : 1  | 20 days |

Top Posted Occupations

| Occupation (O*NET) | Total/Unique (Feb 2025 - Apr 2025) | Posting Intensity | Median Posting Duration |
|--|------------------------------------|---|-------------------------|
| Registered Nurses | 7,766 / 2,674 | 3 : 1  | 17 days |
| Heavy and Tractor-Trailer Truck Drivers | 3,148 / 1,348 | 2 : 1  | 16 days |
| Retail Salespersons | 1,982 / 940 | 2 : 1  | 18 days |
| Laborers and Freight, Stock, and Material Movers, Hand | 1,878 / 647 | 3 : 1  | 18 days |
| Licensed Practical and Licensed Vocational Nurses | 1,989 / 611 | 3 : 1  | 16 days |
| Production Workers, All Other | 1,551 / 583 | 3 : 1  | 18 days |
| Physical Therapists | 1,465 / 578 | 3 : 1  | 17 days |
| Customer Service Representatives | 1,250 / 566 | 2 : 1  | 15 days |
| Software Developers | 887 / 559 | 2 : 1  | 20 days |
| First-Line Supervisors of Retail Sales Workers | 1,049 / 552 | 2 : 1  | 20 days |
| Maintenance and Repair Workers, General | 1,208 / 510 | 2 : 1  | 20 days |
| Medical and Health Services Managers | 863 / 474 | 2 : 1  | 20 days |
| Speech-Language Pathologists | 1,127 / 472 | 2 : 1  | 32 days |
| Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products | 779 / 429 | 2 : 1  | 18 days |
| General and Operations Managers | 888 / 420 | 2 : 1  | 21 days |
| Magnetic Resonance Imaging Technologists | 1,073 / 395 | 3 : 1  | 16 days |
| Nursing Assistants | 1,055 / 395 | 3 : 1  | 16 days |
| Merchandise Displayers and Window Trimmers | 770 / 370 | 2 : 1  | 17 days |
| Secretaries and Administrative Assistants, Except Legal, Medical, and Executive | 853 / 368 | 2 : 1  | 17 days |
| Personal Care Aides | 734 / 361 | 2 : 1  | 15 days |
| Radiologic Technologists and Technicians | 825 / 350 | 2 : 1  | 16 days |
| Project Management Specialists | 556 / 347 | 2 : 1  | 19 days |
| Sales Managers | 525 / 322 | 2 : 1  | 20 days |
| Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel | 548 / 316 | 2 : 1  | 19 days |

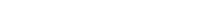
| | | | | |
|---|-----------|-------|---|---------|
| Nurse Practitioners | 774 / 314 | 2 : 1 |  | 19 days |
| Industrial Truck and Tractor Operators | 919 / 312 | 3 : 1 |  | 15 days |
| First-Line Supervisors of Office and Administrative Support Workers | 575 / 290 | 2 : 1 |  | 16 days |
| Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products | 500 / 278 | 2 : 1 |  | 22 days |
| Home Health Aides | 620 / 268 | 2 : 1 |  | 20 days |
| Automotive Service Technicians and Mechanics | 566 / 264 | 2 : 1 |  | 24 days |
| Accountants and Auditors | 453 / 258 | 2 : 1 |  | 18 days |
| Janitors and Cleaners, Except Maids and Housekeeping Cleaners | 495 / 252 | 2 : 1 |  | 19 days |
| Managers, All Other | 444 / 251 | 2 : 1 |  | 18 days |
| Marketing Managers | 394 / 250 | 2 : 1 |  | 20 days |
| Security Guards | 549 / 249 | 2 : 1 |  | 20 days |
| Pharmacists | 473 / 241 | 2 : 1 |  | 26 days |
| Medical Assistants | 515 / 232 | 2 : 1 |  | 16 days |
| Occupational Therapists | 511 / 231 | 2 : 1 |  | 16 days |
| Inspectors, Testers, Sorters, Samplers, and Weighers | 485 / 230 | 2 : 1 |  | 16 days |
| Mechanical Engineers | 502 / 228 | 2 : 1 |  | 19 days |
| Critical Care Nurses | 919 / 228 | 4 : 1 |  | 18 days |
| First-Line Supervisors of Food Preparation and Serving Workers | 446 / 214 | 2 : 1 |  | 23 days |
| Stockers and Order Fillers | 433 / 208 | 2 : 1 |  | 20 days |
| Financial Managers | 317 / 204 | 2 : 1 |  | 20 days |
| Cashiers | 458 / 204 | 2 : 1 |  | 29 days |
| Financial and Investment Analysts | 354 / 203 | 2 : 1 |  | 22 days |
| Driver/Sales Workers | 575 / 199 | 3 : 1 |  | 18 days |
| Food Service Managers | 405 / 195 | 2 : 1 |  | 22 days |
| Shipping, Receiving, and Inventory Clerks | 440 / 194 | 2 : 1 |  | 20 days |

Top Posted Occupations

| Occupation | Total/Unique (Feb 2025 - Apr 2025) | Posting Intensity | Median Posting Duration |
|---|------------------------------------|---|-------------------------|
| Registered Nurse | 8,116 / 2,638 | 3 : 1  | 17 days |
| Tractor-Trailer Truck Driver | 3,148 / 1,348 | 2 : 1  | 16 days |
| Physician | 2,203 / 1,119 | 2 : 1  | 27 days |
| Retail Sales Associate | 2,027 / 947 | 2 : 1  | 18 days |
| Radiologic Technician / Technologist | 1,898 / 745 | 3 : 1  | 16 days |
| Licensed Practical / Vocational Nurse | 1,989 / 611 | 3 : 1  | 16 days |
| Warehouse Worker | 1,736 / 586 | 3 : 1  | 18 days |
| Physical Therapist | 1,465 / 578 | 3 : 1  | 17 days |
| Customer Service Representative | 1,250 / 566 | 2 : 1  | 15 days |
| Sales Representative | 998 / 556 | 2 : 1  | 19 days |
| Retail Store Manager / Supervisor | 985 / 513 | 2 : 1  | 20 days |
| Software Developer / Engineer | 795 / 502 | 2 : 1  | 20 days |
| Speech Language Pathologist | 1,127 / 472 | 2 : 1  | 32 days |
| Building and General Maintenance Technician | 1,089 / 455 | 2 : 1  | 20 days |
| Manufacturing Machine Operator | 1,129 / 425 | 3 : 1  | 17 days |
| Merchandiser | 798 / 390 | 2 : 1  | 17 days |
| Office / Administrative Assistant | 869 / 381 | 2 : 1  | 17 days |
| Nursing Assistant | 1,009 / 373 | 3 : 1  | 16 days |
| Caregiver / Personal Care Aide | 734 / 361 | 2 : 1  | 15 days |
| Business Development / Sales Manager | 540 / 338 | 2 : 1  | 20 days |
| Project Manager | 524 / 325 | 2 : 1  | 19 days |
| Nurse Practitioner | 776 / 316 | 2 : 1  | 18 days |
| Forklift / Pallet Jack Operator | 919 / 312 | 3 : 1  | 15 days |
| Production Worker | 672 / 311 | 2 : 1  | 16 days |
| Security Officer | 610 / 282 | 2 : 1  | 21 days |

| | | | | |
|--|-----------|-------|--|---------|
| Home Health Aide | 620 / 268 | 2 : 1 | | 20 days |
| Automotive Service Technician / Mechanic | 567 / 265 | 2 : 1 | | 24 days |
| Nursing Manager / Supervisor | 624 / 258 | 2 : 1 | | 16 days |
| Janitor / Cleaner | 495 / 252 | 2 : 1 | | 19 days |
| Healthcare Administrator | 430 / 251 | 2 : 1 | | 20 days |
| Operations Manager / Supervisor | 503 / 240 | 2 : 1 | | 21 days |
| Medical Assistant | 520 / 234 | 2 : 1 | | 16 days |
| Quality Inspector / Technician | 499 / 233 | 2 : 1 | | 16 days |
| Account Manager / Representative | 382 / 233 | 2 : 1 | | 18 days |
| Occupational Therapist | 511 / 231 | 2 : 1 | | 16 days |
| Program Manager | 374 / 214 | 2 : 1 | | 18 days |
| Restaurant / Food Service Supervisor | 446 / 214 | 2 : 1 | | 23 days |
| Accountant | 356 / 197 | 2 : 1 | | 18 days |
| Restaurant / Food Service Manager | 405 / 195 | 2 : 1 | | 22 days |
| Business / Management Analyst | 362 / 189 | 2 : 1 | | 20 days |
| Mechanical Engineer | 420 / 183 | 2 : 1 | | 20 days |
| Cook | 367 / 182 | 2 : 1 | | 24 days |
| Stocking Clerk | 399 / 182 | 2 : 1 | | 20 days |
| Family / Behavioral Therapist | 280 / 180 | 2 : 1 | | 16 days |
| Cashier | 408 / 179 | 2 : 1 | | 29 days |
| Pharmacy Technician | 660 / 172 | 4 : 1 | | 21 days |
| Physician Assistant | 380 / 170 | 2 : 1 | | 16 days |
| Pharmacist | 363 / 169 | 2 : 1 | | 30 days |
| Computer Systems Engineer / Architect | 255 / 165 | 2 : 1 | | 21 days |
| Packager | 356 / 164 | 2 : 1 | | 17 days |

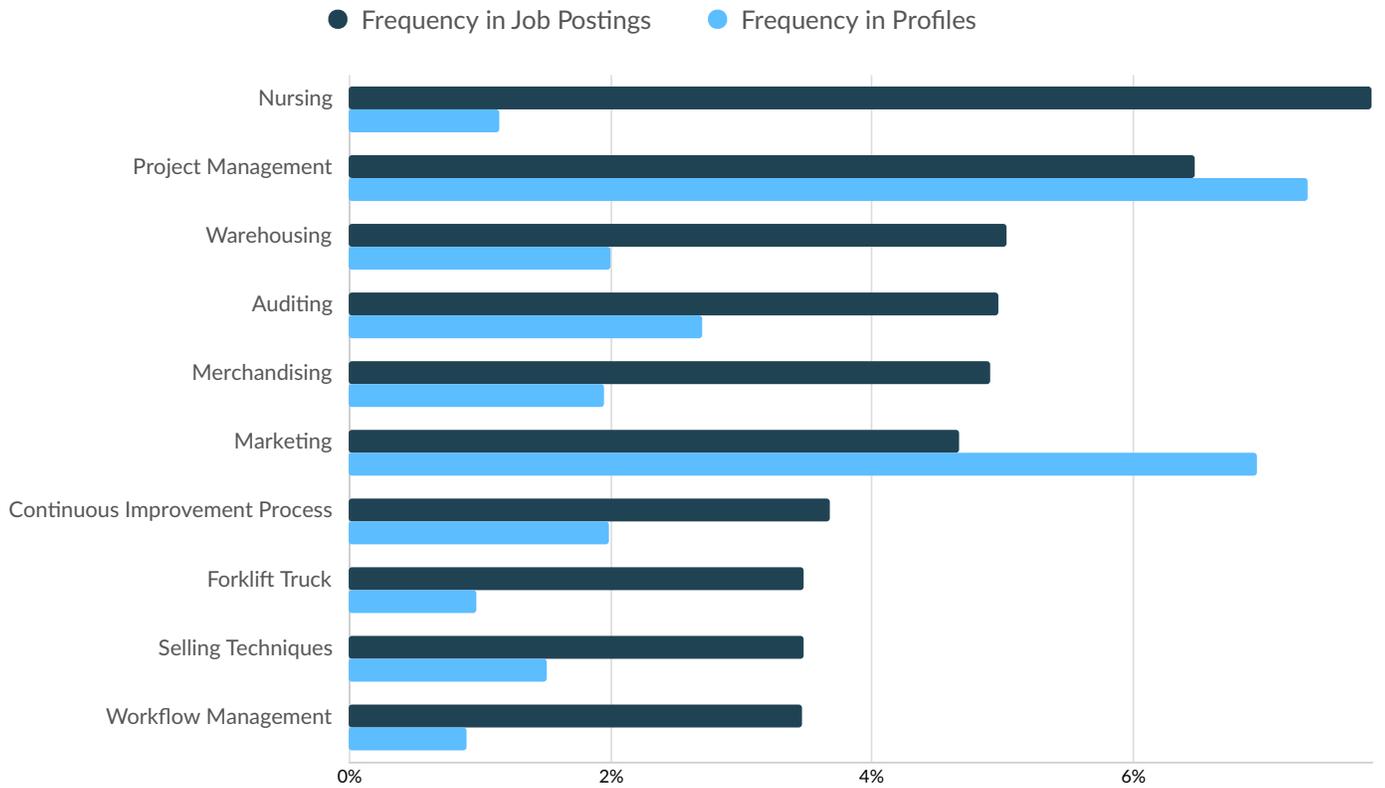
Top Posted Job Titles

| | Total/Unique (Feb 2025 - Apr 2025) | Posting Intensity | Median Posting Duration |
|------------------------------|------------------------------------|---|-------------------------|
| CDL-A Truck Drivers | 836 / 331 | 3 : 1  | 18 days |
| Forklift Operators | 786 / 265 | 3 : 1  | 16 days |
| Licensed Practical Nurses | 757 / 253 | 3 : 1  | 16 days |
| Speech Language Pathologists | 488 / 250 | 2 : 1  | 32 days |
| Maintenance Technicians | 542 / 213 | 3 : 1  | 19 days |
| Registered Nurses | 434 / 199 | 2 : 1  | 16 days |
| Physical Therapists | 555 / 198 | 3 : 1  | 19 days |
| Machine Operators | 476 / 183 | 3 : 1  | 20 days |
| Travel Physical Therapists | 336 / 174 | 2 : 1  | 16 days |
| Caregivers | 335 / 162 | 2 : 1  | 13 days |

Top Industries

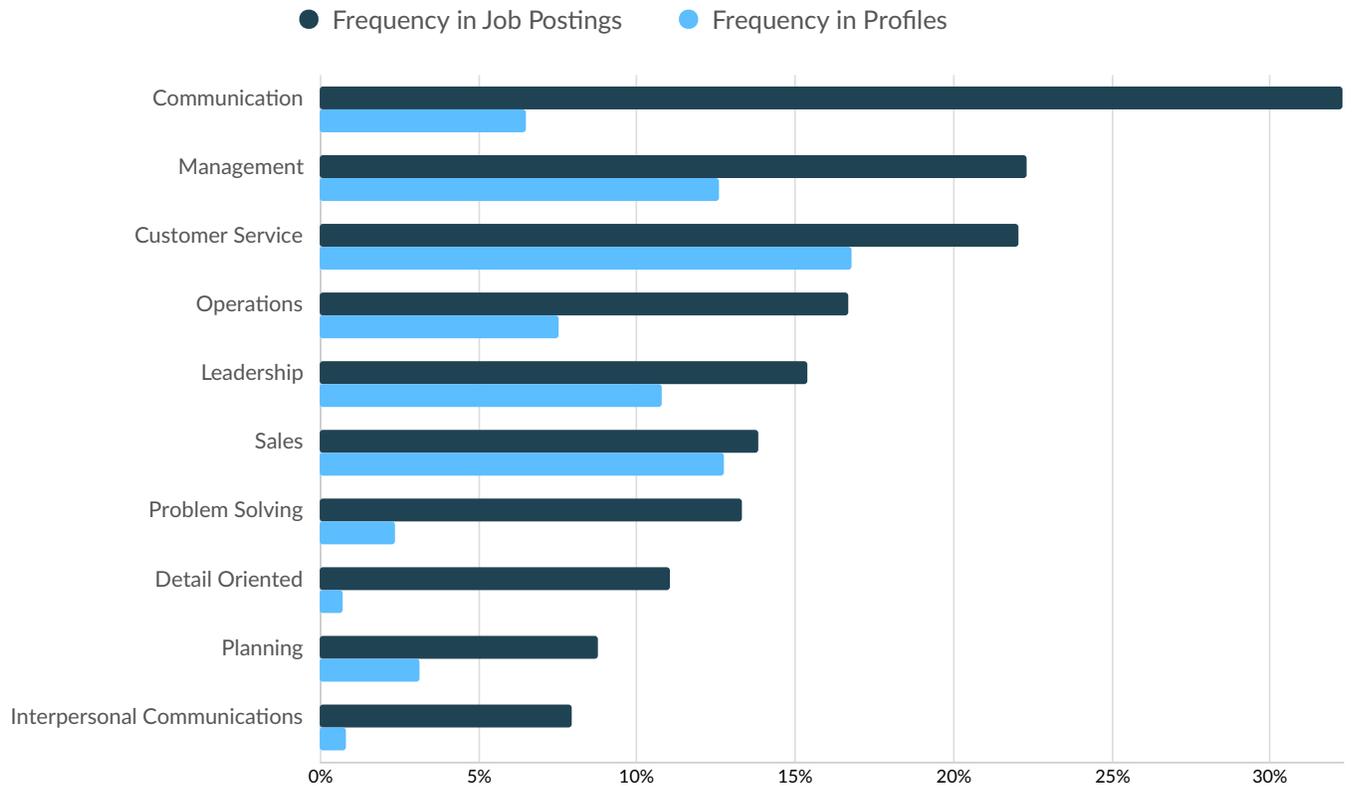
| | Total/Unique (Feb 2025 - Apr 2025) | Posting Intensity | Median Posting Duration |
|--|------------------------------------|---|-------------------------|
| Employment Placement Agencies | 9,725 / 4,463 | 2 : 1  | 19 days |
| Offices of Physicians (except Mental Health Specialists) | 3,922 / 1,669 | 2 : 1  | 16 days |
| General Medical and Surgical Hospitals | 3,910 / 1,669 | 2 : 1  | 19 days |
| Offices of Mental Health Practitioners (except Physicians) | 4,982 / 1,408 | 4 : 1  | 23 days |
| Temporary Help Services | 2,875 / 1,187 | 2 : 1  | 16 days |
| Administration of Public Health Programs | 2,415 / 948 | 3 : 1  | 17 days |
| Home Health Care Services | 2,371 / 942 | 3 : 1  | 18 days |
| Colleges, Universities, and Professional Schools | 1,086 / 752 | 1 : 1  | 16 days |
| Pharmacies and Drug Retailers | 1,447 / 512 | 3 : 1  | 19 days |

Top Specialized Skills



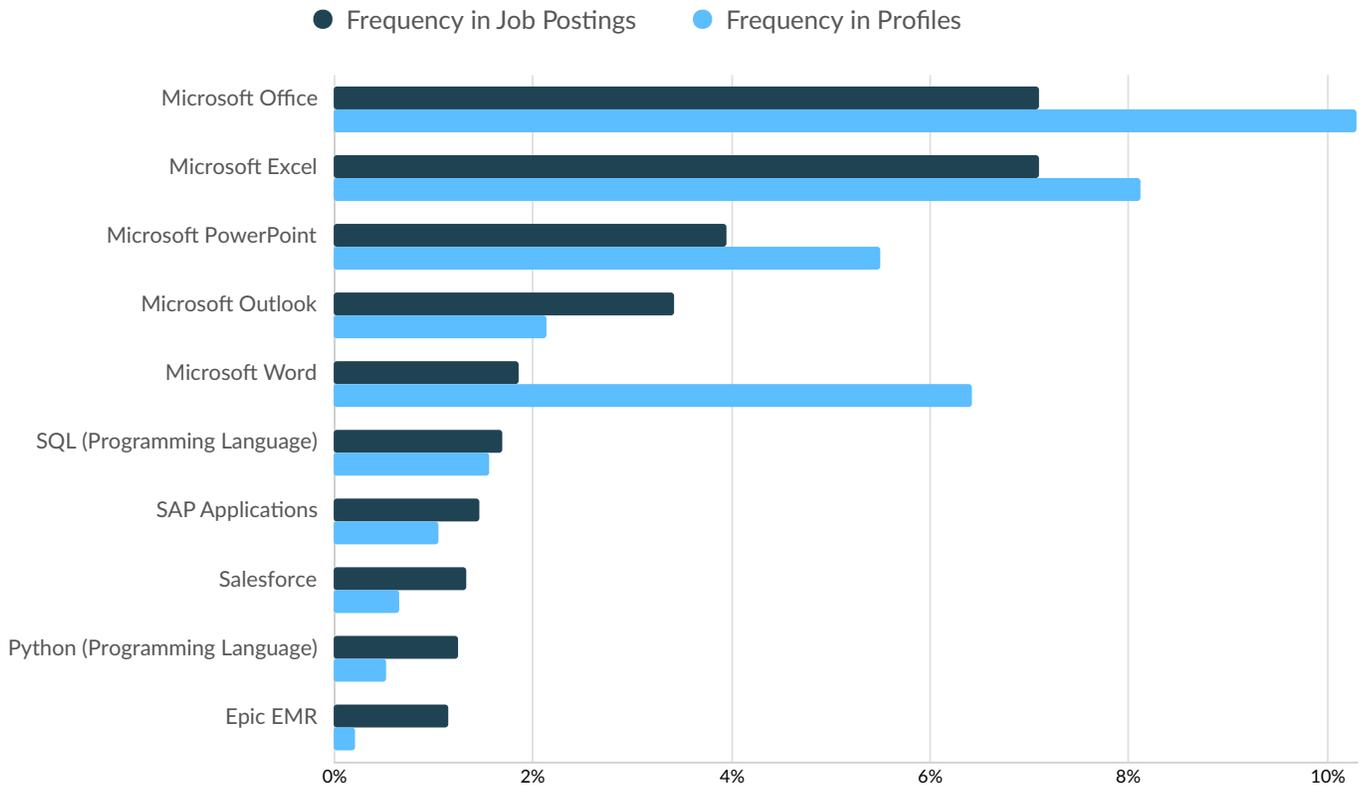
| | Postings | % of Total Postings | Profiles | % of Total Profiles | Projected Skill Growth | Skill Growth Relative to Market |
|--------------------------------|----------|---------------------|----------|---------------------|------------------------|---------------------------------|
| Nursing | 3,239 | 8% | 4,095 | 1% | +20.1% | Rapidly Growing |
| Project Management | 2,680 | 6% | 26,153 | 7% | +19.8% | Rapidly Growing |
| Warehousing | 2,083 | 5% | 7,127 | 2% | +13.0% | Growing |
| Auditing | 2,055 | 5% | 9,657 | 3% | +21.8% | Rapidly Growing |
| Merchandising | 2,030 | 5% | 6,952 | 2% | +15.0% | Growing |
| Marketing | 1,931 | 5% | 24,773 | 7% | +23.0% | Rapidly Growing |
| Continuous Improvement Process | 1,525 | 4% | 7,110 | 2% | +23.4% | Rapidly Growing |
| Forklift Truck | 1,442 | 3% | 3,503 | 1% | +5.5% | Stable |
| Selling Techniques | 1,440 | 3% | 5,384 | 2% | -1.2% | Lagging |
| Workflow Management | 1,438 | 3% | 3,212 | 1% | +18.0% | Growing |

Top Common Skills



| | Postings | % of Total Postings | Profiles | % of Total Profiles | Projected Skill Growth | Skill Growth Relative to Market |
|------------------------------|----------|---------------------|----------|---------------------|------------------------|---------------------------------|
| Communication | 13,356 | 32% | 23,201 | 7% | +3.6% | Lagging |
| Management | 9,237 | 22% | 44,982 | 13% | +5.3% | Stable |
| Customer Service | 9,128 | 22% | 59,927 | 17% | +5.2% | Stable |
| Operations | 6,911 | 17% | 26,969 | 8% | +8.1% | Stable |
| Leadership | 6,371 | 15% | 38,577 | 11% | +8.5% | Stable |
| Sales | 5,717 | 14% | 45,399 | 13% | +7.8% | Stable |
| Problem Solving | 5,513 | 13% | 8,480 | 2% | +11.3% | Growing |
| Detail Oriented | 4,583 | 11% | 2,509 | 1% | +7.1% | Stable |
| Planning | 3,635 | 9% | 11,154 | 3% | +10.9% | Growing |
| Interpersonal Communications | 3,296 | 8% | 3,037 | 1% | +12.5% | Growing |

Top Software Skills



| | Postings | % of Total Postings | Profiles | % of Total Profiles | Projected Skill Growth | Skill Growth Relative to Market |
|-------------------------------|----------|---------------------|----------|---------------------|------------------------|---------------------------------|
| Microsoft Office | 2,935 | 7% | 36,696 | 10% | +18.5% | Growing |
| Microsoft Excel | 2,933 | 7% | 28,948 | 8% | +17.7% | Growing |
| Microsoft PowerPoint | 1,632 | 4% | 19,608 | 6% | +26.1% | Rapidly Growing |
| Microsoft Outlook | 1,416 | 3% | 7,646 | 2% | +25.0% | Rapidly Growing |
| Microsoft Word | 767 | 2% | 22,911 | 6% | +7.2% | Stable |
| SQL (Programming Language) | 703 | 2% | 5,553 | 2% | +6.4% | Stable |
| SAP Applications | 603 | 1% | 3,738 | 1% | +21.6% | Rapidly Growing |
| Salesforce | 552 | 1% | 2,367 | 1% | +24.7% | Rapidly Growing |
| Python (Programming Language) | 520 | 1% | 1,884 | 1% | +24.5% | Rapidly Growing |
| Epic EMR | 476 | 1% | 768 | 0% | +16.4% | Growing |

Top Qualifications

| | Postings with Qualification |
|---|-----------------------------|
| Valid Driver's License | 4,603 |
| Registered Nurse (RN) | 2,977 |
| Basic Life Support (BLS) Certification | 2,595 |
| Licensed Practical Nurse (LPN) | 966 |
| Cardiopulmonary Resuscitation (CPR) Certification | 937 |
| Advanced Cardiovascular Life Support (ACLS) Certification | 887 |
| Commercial Driver's License (CDL) | 699 |
| Board Certified/Board Eligible | 582 |
| CDL Class A License | 550 |
| Certified Nursing Assistant (CNA) | 549 |

Appendix A

Top Posting Sources

| Website | Postings on Website (Feb 2025 - Apr 2025) |
|--------------------------|---|
| dejobs.org | 17,215 |
| indeed.com | 2,940 |
| harrisburgrecruiter.com | 1,986 |
| disabledperson.com | 1,889 |
| pa.gov | 1,838 |
| jobserve.com | 1,615 |
| gr8jobs.net | 1,332 |
| myworkdayjobs.com | 1,197 |
| craigslist.org | 1,082 |
| altoonarecruiter.com | 995 |
| icims.com | 802 |
| joinwellspan.org | 690 |
| simplyhired.com | 689 |
| healthjobsnationwide.com | 637 |
| upmc.com | 626 |
| fairygodboss.com | 592 |
| aerotek.com | 579 |
| healthcareers.com | 579 |
| soliant.com | 532 |
| nahnnet.org | 478 |
| governmentjobs.com | 465 |
| hospitalcareers.com | 426 |
| adp.com | 418 |
| msnurses.org | 397 |
| frederickrecruiter.com | 392 |

Appendix B

Sample Postings

Physician, Emergency Medicine

Link to Live Job Posting: careers.jamanetwork.com

Location: Carlisle, PA

O*NET: 29-1214.00

Company: University of Pittsburgh Medical Center

Job Title: Emergency Medicine Physicians

Physician, Emergency Medicine Employer UPMC Central PA Location Carlisle, Pennsylvania Closing date Apr 12, 2026 categories Apply now job Click to add the job to your shortlist Emergency Medicine Physician UPMC in Central Pa is seeking a dedicated and highly skilled Emergency Medicine Physician to join our team at our thriving community hospitals throughout the region. This position offers the opportunity to practice in a supportive, patient-focused environment while delivering high-quality emergency care to a diverse patient population. As a key member of our Emergency Department, you will be responsible for evaluating and treating patients with a wide range of acute and life-threatening conditions. We offer a collaborative and collegial atmosphere where physicians can focus on clinical excellence and provide compassionate care to the community.

Key Responsibilities:

- Provide comprehensive emergency care to patients of all ages
- Perform initial evaluations, diagnostics, treatment, and stabilization for a wide range of medical conditions
- Collaborate with hospital specialists and support staff to ensure seamless patient care
- Maintain timely and accurate medical documentation in compliance with hospital policies
- Participate in quality improvement initiatives to enhance patient outcomes and safety
- Provide leadership and guidance to mid-level providers and nursing staff when necessary
- Participate in rotating shifts, including nights, weekends, and holidays as part of the Emergency Department schedule

Qualifications:

- MD or DO degree from an accredited institution
- Board certification or board eligibility in Emergency Medicine
- Current, unrestricted medical license (or eligibility for licensure) in Pennsylvania
- Strong diagnostic and decision-making skills in a fast-paced environment
- Excellent communication and teamwork skills
- Ability to handle high patient volumes with confidence and care

What We Offer:

- Competitive salary and benefits package, including medical, dental, and vision insurance
- Paid time off, CME allowances, and retirement plans
- A collegial work environment with a focus on work-life balance
- Access to the latest medical technology and support services
- Opportunities for professional development and leadership roles within the department
- A chance to serve and make a difference in a tight-knit community Become part of a team that values patient-centered care and offers an excellent work-life balance in a rewarding community setting!

UPMC Central PA is a nationally recognized leader in providing high-quality, patient-centered health care services in central Pennsylvania and surrounding rural communities. The not-for-profit system cares for more than 1.2 million area residents yearly, providing life-saving emergency care, essential primary care and leading-edge diagnostic services. The UPMC Central Pa health system includes seven acute care

hospitals with 1,161 licensed beds, over 160 outpatient clinics and ancillary facilities, more than 2,900 physicians and allied health professionals, and approximately 11,000 employees. It is a health care hub serving Dauphin, Cumberland, Perry, York, Lancaster, Lebanon, Juniata, Franklin, Adams, and parts of Snyder counties. About Our Community South central Pennsylvania offers endless possibilities: city excitement, rural respite, and suburban family life and community can all be found here. Enjoy excellent work-life balance with easy commutes to work. In addition to fabulous dining, we offer an abundance of sports, arts, cultural events, and entertainment. We are close to historically significant areas such as Gettysburg and world-famous Hershey Park and Hershey's Chocolate World. The area offers top-rated public schools, blue-ribbon private schools, and some of Pennsylvania's top colleges and universities. Area school districts are consistently ranked in the top 20% of Pennsylvania. With affordable homes_a composite cost of living index of 99.7, compared to 126.5 in Philadelphia_it's a great place to grow a career and family. Listed among Forbes.com "America's Most Livable Cities," and ranked in U.S. News & World Report's "Best Cities to Live," we are a two to three hour drive away from New York City, Philadelphia, Pittsburgh, Baltimore, and Washington, D.C.

Drug Information Technical Writer - Remote

Link to Live Job Posting: dejobs.org

Location: Harrisburg, PA

O*NET: 27-3042.00

Company: Prime Therapeutics

Job Title: Drug Information Specialists

Our work matters. We help people get the medicine they need to feel better and live well. We do not lose sight of that. It fuels our passion and drives every decision we make.

- Job Posting Title
- Drug Information Technical Writer - Remote
- Job Description
- The Technical Writer is responsible for creating, editing, reviewing and publishing documentation.

This position will coordinate, prioritize and implement writing and documentation projects including a rotating review and maintenance of existing documentation. This position will routinely collaborate with subject matter experts (SMEs), Trainers, Business Process Analysts and management in the development and production of necessary materials for new processes and plans.

- Responsibilities
- + Develop a thorough knowledge of tools used at Prime to document the process and write user guides; tools may include, but are not limited to: Microsoft Office Suite, RxCLAIM, Benefit Edit Tool, IBM Notes, CoverMyMeds, Clinical Review Engine, MSA, Clinical Operations Review Engine, and Prime Knowledge Resources + Write, edit, review and publish all documentation still in use on a regular rotation to ensure up to date information is communicated; update documentation on an ad hoc basis, communicating changes as needed + Create new documentation (i.

e., standard operating procedures, desktop procedures, job aids, user guides, training materials, process flows) prior to new client or process implementation or in the absence of necessary materials and distribute appropriately + Collaborate with SMEs, Trainers and Business Process Analysts to support accuracy in process documentation + Other duties as assigned - +

- Project Support
- : + Ability to support and collaborate on various project tasks. + Proven experience in organizing and managing work efficiently. + Strong attention to detail and accuracy in documentation. + Excellent written and verbal communication skills. + Ability to work effectively within a team environment with leaders, pharmacists, and business analysts. +
- Clinical Pharmacy Documents
- : + Experience in writing and reviewing clinical pharmacy documents, specifically Therapeutic Class Reviews. + Experience in document management and writing is highly desirable. + Proficiency in technical writing and ability to convey complex information clearly.
- Education & Experience
- + Bachelor's degree in English, Communications, Technical Writing, Education or related area of study, or equivalent combination of education and/or relevant work experience; HS diploma or GED is required + 2 years of work experience in technical or process specific documentation + Must be eligible to work in the United States without need for work visa or residency sponsorship Must be eligible to work in the United States without the need for work visa or residency sponsorship.
- Additional Qualifications
- + Proficient in Microsoft Word, PowerPoint, Excel, Visio, Adobe Acrobat, Snagit, and Teams + Strong writing and editing skills + Strong process and detail orientation + Strong organization and prioritization skills + Ability to work independently and as part of a team
- Preferred Qualifications
- + PBM experience + Experience with a web-based workflow management system (i.e., Confluence, SharePoint, JIRA) +
- Certified Pharmacy Technician (CPHT)
- : + Certification as a Pharmacy Technician is a plus, or experience working in a Pharmacy Benefit Management (PBM) or pharmacy environment. + Familiarity with pharmaceutical terminology.

environment + familiarity with pharmaceutical terminology.

- Physical Demands

- + Constantly required to sit, use hands to handle or feel, talk and hear + Frequently required to reach with hands and arms + Occasionally required to stand, walk and stoop, kneel, and crouch + Occasionally required to lift and/or move up to 10 pounds + Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception and ability to adjust focus Every employee must understand, comply with and attest to the security responsibilities and security controls unique to their job, and comply with all applicable legal, regulatory, and contractual requirements and internal policies and procedures.

Potential pay for this position ranges from \$59,000.00 - \$94,000.00 based on experience and skills. To review our Benefits, Incentives and Additional Compensation, visit our Benefits Page (<https://www.primetherapeutics.com/benefits>) and click on the "Benefits at a glance" button for more detail. Prime Therapeutics LLC is proud to be an equal opportunity and affirmative action employer. We encourage diverse candidates to apply, and all qualified applicants will receive consideration for employment without regard to race, color, religion, gender, sex (pregnancy, sexual orientation, and gender identity), national origin, disability, age, veteran status, or any other legally protected class under federal, state, or local law. We welcome people of different backgrounds, experiences, abilities, and perspectives including qualified applicants with arrest and conviction records and any qualified applicants requiring reasonable accommodations in accordance with the law. Prime Therapeutics LLC is a Tobacco-Free Workplace employer. Positions will be posted for a minimum of five consecutive workdays. Prime Therapeutics' fast-paced and dynamic work environment is ideal for proactively addressing the constant changes in today's health care industry. Our employees are involved, empowered, and rewarded for their achievements. We value new ideas and work collaboratively to provide the highest quality of care and service to our members. If you are looking to advance your career within a growing, team-oriented, award-winning company, apply to Prime Therapeutics today and start making a difference in people's lives. Prime Therapeutics LLC is proud to be an equal opportunity and affirmative action employer. We encourage diverse candidates to apply, and all qualified applicants will receive consideration for employment without regard to race, color, religion, gender, sex (pregnancy, sexual orientation, and gender identity), national origin, disability, age, veteran status, or any other legally protected class under federal, state, or local law. We welcome people of different backgrounds, experiences, abilities, and perspectives including qualified applicants with arrest and conviction records and any qualified applicants requiring reasonable accommodations in accordance with the law. Prime Therapeutics LLC is a Tobacco-Free Workplace employer. If you are an applicant with a disability and need a reasonable accommodation for any part of the employment process, please contact Human Resources at 1.866.469.1257 or email Careers@primetherapeutics.com.

Technical Operations Analysts – Ford in Harrisburg, PA (Apr 2025 - Active)

Technical Operations Analyst

Link to Live Job Posting: dejobs.org

Location: Harrisburg, PA

O*NET: 15-1211.00

Company: Ford

Job Title: Technical Operations Analysts

We are the movers of the world and the makers of the future. We get up every day, roll up our sleeves and build a better world -- together. At Ford, we're all a part of something bigger than ourselves. Are you ready to change the way the world moves? Launched in 2023, Integrated Services creates and markets new customer experiences by integrating hardware, software and services across Ford Blue, Model e and Ford Pro. These products and services allow Ford's retail and commercial customers to customize their vehicles like never before with OTA (over-the-air)-driven experiences that grow better over time. Ford is developing leadership at the forefront of connected, digital platforms that will revolutionize every aspect of how vehicles function, the way people interact with them, and the value those vehicles provide.

- In this position...
- Ford Secure is seeking a highly motivated Technical Operations Analyst to play a critical role in our mission to give Ford customers peace of mind and actively combat vehicle crime.

By making Ford vehicles the least attractive target for thieves, we aim to lead the industry in vehicle security and stolen vehicle recovery. As a Technical Operations Analyst, you will be at the forefront of our efforts, responsible for investigating and resolving complex technical issues, optimizing triaging workflows, and providing essential support for data requests and vehicle tracking processes. This role offers a unique opportunity to directly impact the effectiveness of our vehicle security solutions and contribute to the swift recovery of stolen vehicles.

- What you'll do...
- Triage Lead & Issue Investigation
- + Serve as the L2 escalation point for complex product-related issues from Contact Center + Investigate, diagnose, and resolve operational and technical issues using available tools + Collaborate with Product & Engineering teams to troubleshoot and resolve systemic challenges. + Identify trends in escalations to improve root-cause analysis and operational efficiencies
- Historical Data & Connected Vehicles
- + Support requests for historical data and connected vehicle tracking from internal/external stakeholders + Action escalated vehicle tracking requests from internal/external stakeholders + Ensure process provides data requests with accuracy and adhere to organizational standards + Work collaboratively with Connected Vehicle teams to support tooling development and processes.
- Cross-Functional Collaboration
- + Work closely with Product and Engineering teams to enhance existing systems + Provide operational insights to guide the development of new tools or features
- You'll have...
- + Bachelor's degree required + 3-5 years of experience in operations or a technical support role + Experience within a CRM or Help Desk platform + Strong analytical skills and the ability to use data to drive decision-making and continuous improvement. + Excellent written and verbal communication skills to clearly document process and communicate changes to diverse teams.
- Even better, you may have...
- + Experience working with Jira, Salesforce, and MS Dynamics preferred + SQL experience preferred + Demonstrated experience with process improvement methodologies (Lean, Six Sigma, or similar) + Knowledge of data privacy and regulatory compliance for data requests + Familiarity with connected vehicle systems or data-driven processes is a plus.

You may not check every box, or your experience may look a little different from what we've outlined, but if you think you can bring value to Ford Motor Company, we encourage you to apply! As an established global company, we offer the benefit of choice. You can choose what your Ford future will look like: will your story span the globe, or keep you close to home? Will your career be a deep dive into what you love, or a series of new teams and new skills? Will you be a leader, a changemaker, a technical expert, a culture builder...or all of the above? No matter what you choose, we offer a work life that works for you, including: + Immediate medical, dental, vision and prescription drug coverage

matter what you choose, we offer a work life that works for you, including: + Immediate medical, dental, vision and prescription drug coverage + Flexible family care days, paid parental leave, new parent ramp-up programs, subsidized back-up childcare and more + Family building benefits including adoption and surrogacy expense reimbursement, fertility treatments, and more + Vehicle discount program for employees and family members and management leases + Tuition assistance + Established and active employee resource groups + Paid time off for individual and team community service + A generous schedule of paid holidays, including the week between Christmas and New Year's Day + Paid time off and the option to purchase additional vacation time. For more information on salary and benefits, click here:

<https://fordcareers.co/GSRSP1> This position is a salary grade 8. Visa sponsorship is not available for this position. Candidates for positions with Ford Motor Company must be legally authorized to work in the United States. Verification of employment eligibility will be required at the time of hire. We are an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, religion, color, age, sex, national origin, sexual orientation, gender identity, disability status or protected veteran status. In the United States, if you need a reasonable accommodation for the online application process due to a disability, please call 1-888-336-0660. \#LI-

Remote \#LI-KR3

- Requisition ID
- : 44472

Merchandisers – Consolidated Agency in Shippensburg, PA (Apr 2025 - Active)

Merchandiser 5Day

Link to Live Job Posting: careers.cokeonena.com

Location: Shippensburg, PA

O*NET: 27-1026.00

Company: Consolidated Agency

Job Title: Merchandisers

Requisition ID:

221411

Posting Locations:

Shippensburg;

Chambersburg Pay Range:

\$134.40- \$168.00, depending on experience

Rate Frequency:

Daily Click here to view a Day in the Life of our Teammates! Our Secret Ingredient is our Teammates. We offer great rewards, competitive pay, career advancement and growth opportunities. Full Time Teammates are also eligible for: Paid Training Paid Time Off plus paid holidays 401(k) with Company matching on a dollar-for-dollar basis Employee Stock Purchase Plan (ESPP) Group Health Insurance - Medical, Dental, Vision & Disability Basic and Supplemental Life Insurance Refresh and Grow your Career with Us! Job Overview The Merchandiser is responsible for presenting products in a way that will attract the attention of consumers at our customer retail locations. This position services and maintains multiple bulk accounts by merchandising approved products and packages using safe handling techniques and following all quality guidelines. Ability to follow plan sets, planograms and communicate to store management and cross-functional personnel.

Duties & Responsibilities Fills, merchandises and rotates products on display and the shelf according to procedures and special programs Physically moves the product from the backroom and places it on display Creates and distributes point of sale materials on display and shelves where permitted. Rotates product. Fills and merchandises Fastlane merchandisers and vendors; checks vendor to ensure proper operation Organizes and maintains back room by stacking and arranging product by package and flavor, arranging the return of empty pallets and shells, damaged and out of date product to the branch Fosters business relationship with store personnel through routine follow-up on requests, proactive pricing, special programs, new opportunities, and upcoming activities discussions Knowledge, Skills, & Abilities Must have effective communication skills which include listening, speaking, and writing Prior customer service experience preferred in a retail setting Merchandisers must have excellent interpersonal skills and be able to work effectively to satisfy the needs of a variety of customers with different demands and expectations Willingness to work in a fast-paced, physically demanding environment (lifting 50 lbs. repetitively) Able to work reliably and independently with little daily supervision Critical thinking skills Company provided cell phone Minimum Qualifications Valid instate driver's license Excellent driving history Proof of insurance policy to verify current coverage of liability and property damage at no less than 50,000 per person/100,000 accident insurance per occurrence/50,000 property damage and 500 or less deductible effective from first day of employment Preferred Qualifications Excellent driving history Work Environment The work environment will vary, including but not limited to exposure to weather conditions, coolers, and customer storage areas which may be non-temperature controlled Equal Opportunity Employer - All qualified applicants will be considered for employment without regard to disability, protected veteran status, or any other characteristic protected by applicable law.

Sales Representatives – Webuyanycar.Com in York, PA (Apr 2025 - Active)

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|--|----------------------------------|
| Sales Representative | |
| Link to Live Job Posting: www.indeed.com | |
| Location: York, PA | O*NET: 41-4012.00 |
| Company: Webuyanycar.Com | Job Title: Sales Representatives |
| <p>Sales Representative 2.7 2.7 out of 5 stars 2415 W Market St, York, PA 17404 Check out what we have for you.... Earn a competitive salary starting at \$40,000/yr. plus commission. Plus, during your first 60 days of training, enjoy a training stipend to help you settle in. Enjoy a consistent 5-day workweek, with Sundays always off - time to recharge! Grow your retirement savings with our 401k plan featuring company match Access top-notch medical, dental, and vision benefits, including Telemedicine Boost your health with our wellness program and incentives Enjoy peace of mind with company-paid life insurance Celebrate with company-paid holidays and other paid time off Take advantage of paid parental leave to care for your family Benefit from exclusive employee discounts including our exclusive Employee Sell and Purchase Vehicle program Find support through our employee assistance programs Get access to the WBAC Gear Store for all your needs A supportive and collaborative environment where you are encouraged to work together with team members to achieve outstanding results. An inclusive atmosphere that values diverse voices. Get to Know Us! CarGroup Holdings, LLC, operating as webuyanycar.com® USA, is a leading car buying service that offers a fast, safe, and fair way to sell your car. With a focus on providing a seamless and convenient experience, we offer free online valuations, hassle-free transactions, and fast payment on the spot. Job Summary As a Sales Representative SR, you will travel to the branch in York, PA. This sales position trains individuals to take on responsibilities at individual branches, including advanced sales techniques, superior customer service, improving customer relations, and brand building through telecommunications. Key Duties and Responsibilities Engage with customers to understand their needs through the webuyanycar.com selling process. Develop strong relationships with customers to create a foundation of referrals and establish a robust customer network. Fulfill daily phone calls and email targets. Maintain a customer prospect development system Exhibit a high level of commitment to customer satisfaction Achieve weekly and monthly purchase targets. Perform additional duties as required Key Skills and Abilities Be detail-oriented and motivated to provide positive customer experience. Have self-awareness of strengths and opportunities, ability to introspect, and self-develop by participating in continuous learning. Demonstrated ability of effectively working on a team, both independently and collaboratively. Strong attention to detail with excellent organizational and problem-solving skills. Excellent customer service, interpersonal skills, and professional communication etiquette. Ability to execute and thrive in stressful situations. Basic knowledge and experience of Microsoft Windows, Office Suite, and other computer-based applications. The Ideal Candidate should be... A personable and engaging individual with a customer-centric approach and strong sales acumen. This person is adaptable, flexible, goal-oriented, professional, and a team player. They are committed to building strong relationships to create a network of loyal, referral-loving WBAC customers. Educational Requirements and Experience• Although formal education or training is not required for this role, we do require a High School Diploma or G.E.D. Additionally, candidates must have a clean criminal history and a valid, state-issued driver's license with a clean record over the past three years. These qualifications will be reviewed as part of the Background Check and MVR review process. In some states, you may need to become a Notary Public and/or acquire a State Salesperson license for this role. Don't worry - our company will sponsor and support you through the process! Additionally, over 1 year of experience in Customer Service and/or Sales is preferred but we welcome all experience! Physical Requirements Prolonged periods of sitting at a desk and working on a computer. Must be able to lift to 15 pounds at times. Diversity, Equity, and Inclusion At webuyanycar.com, we're all about creating a workplace where everyone feels welcome and valued. We are dedicated to fostering a diverse, inclusive, and supportive workplace. We warmly invite people of all genders, races, ethnicities, disabilities, ages, gender identities or expressions, sexual orientations, religions, backgrounds, and experiences to apply. If this role sparks your interest but you don't match every single requirement, no worries! Apply anyway—we're open to all kinds of talent and might just find the perfect spot for you within our team. We value your unique experiences and would love to hear from you. INDSJ</p> | |

Appendix C - Data Sources and Calculations

Lightcast Job Postings

Job postings are collected from various sources and processed/enriched to provide information such as standardized company name, occupation, skills, and geography.